

II.

**PURPOSE, OBJECTIVES, EXPECTED OUTCOMES
AND NORMS FOR THE DAY**

PURPOSE OF WORKSHOP

The purpose of this sexual harassment workshop is to learn:

- Why it happens
- How to recognize it
- How to respond
- How to prevent it

OBJECTIVES OF WORKSHOP

Workshop participants will:

- **Gain awareness and insight about sexual harassment law and related policies and procedures**, including roles and responsibilities of the organization, of managers and supervisors within the organization, and of the people involved in a harassment complaint.
- **Use group discussion and role play to increase knowledge and awareness** of behaviors that might be "unwelcome," lead to misunderstandings, or cause someone to feel uncomfortable, threatened, or part of a "hostile environment."
- **Increase awareness about the impact of sexual harassment and how to prevent sexual harassment behaviors** in self and others.
- **Strengthen communication and feedback awareness and skills.**
- **Receive and review materials about sexual harassment and DC Fire and EMS policies and procedures.**

OUTCOMES OF WORKSHOP

Workshop participants will:

- Have a better understanding of personal accountability
- Assist in supporting appropriate interactions within the agency
- Reduce stereotyping and inappropriate comments
- Become aware about behaviors that may relate to hostile environment and sexual harassment
- Be determined to become aware of and respond in appropriate ways to how others want to be treated

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| NORMS OF THE DAY |
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BE OPEN WITH THE GROUP

COMMUNICATE

**GIVE EVERYONE A CHANCE TO TALK WITHOUT
INTERRUPTION**

COOPERATE

TRY NEW THINGS AND BE WILLING TO TAKE RISKS

**CHALLENGE YOURSELF AND OTHER GROUP MEMBERS IN
A POSITIVE MANNER**

OUCH, THEN EDUCATE

**(If it pinches or hurts, say so; explain; be willing to learn from
mistakes)**